



## **TOWN OF ARLINGTON**

### **EQUAL OPPORTUNITY ADVISORY COMMITTEE**

730 MASSACHUSETTS AVENUE, ARLINGTON, MA 02476  
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BARBARA BOLTZ, CHAIRMAN  
ANDREA HAAS  
AUGUSTA HAYDOCK  
JACK JONES  
LORI LENNON

CARYN COVE MALLOY  
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee  
Meeting Minutes  
Wednesday June 12, 2019  
7:30 p.m.

**Present:** Barbara Boltz, Chairperson, Caryn Malloy, Jack Jones, Augusta Haydock

**Absent:** Andrea Haas

**Also Present:** Acting Police Chief Julie Flaherty, Samantha Dutra

The Committee welcomed Acting Chief Flaherty and thanked her for attending the meeting.

Acting Chief Flaherty expressed her desire to partner with the Committee to further diversify the Arlington Police Department.

The Committee and the Acting Chief discussed the hiring process and decline in the number of people interested in becoming police officers. Fifteen Arlington Police Officers recently attended "Coming Out from Behind the Badge" training in partnership with the City of Cambridge; Coming Out From Behind The Badge is training based on autobiographies of law enforcement personnel who have come out as gay, lesbian, bisexual, or transgender while preparing for or working in law enforcement. The training will be mandatory for all Arlington Police Officers.

Opportunities to support women in law enforcement with access to training to ready themselves for promotion was also discussed.

## Minutes

Jack Jones moved approval of the May 8, 2019 minutes.

SO VOTED

## Current Job Openings

The Committee reviewed current job openings and hiring activity.

Caryn Malloy circulated information from the Metropolitan Area Planning Council (MAPC) and US Census on Arlington's racial demographics. Under the Town's Equal Opportunity Plan the Metropolitan Area Planning Council (MAPC) Region is considered the appropriate labor market area for the Town of Arlington; the geographic area in which the Town may reasonably recruit persons for employment or reasonably expect to attract applicants. The MAPC Region is composed of 101 contiguous communities, with Boston as its core city.

At a prior meeting the Committee asked Caryn Malloy explore the cost of having a vendor review all of the town's position descriptions reviewed for bias. Caryn Malloy reported that she received pricing from a vendor indicating that they generally serve larger organizations with at least 30 open positions to start; a 12 month subscription was quoted as starting at \$37,000.

## Current Bid Projects

Augusta Haydock indicated that she would report at the next meeting on her conversations with the contractors awarded the the Mill Brook Corridor and Spy Pond Edge and Erosion Control Projects to discuss the current makeup of their workforce and efforts to diversify their workforce.

## School Diversity Task Group (SDTG)

Barbara Boltz indicated the next meeting of this group is June 17, 2019.

Jack Jones moved to adjourn the meeting at 8:36 p.m.

Caryn Malloy  
Equal Opportunity Officer